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MONTHLY BULLETIN

Pennsylvania Department of Labor and Industry

JOHN PRICE JACKSON
Commissioner

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THE COST OF INDUSTRIAL ACCIDENTS IN PENNSYLVANIA

1916.	KILLED.	INJURED.	TOTAL.
January,.....	129	13,336	13,465
February,.....	222	24,253	24,475
March,.....	239	26,732	26,971
Grand total,.....	590	64,321	64,911

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VOLUME III—APRIL, 1916—NUMBER 4

HARRISBURG, PA.:
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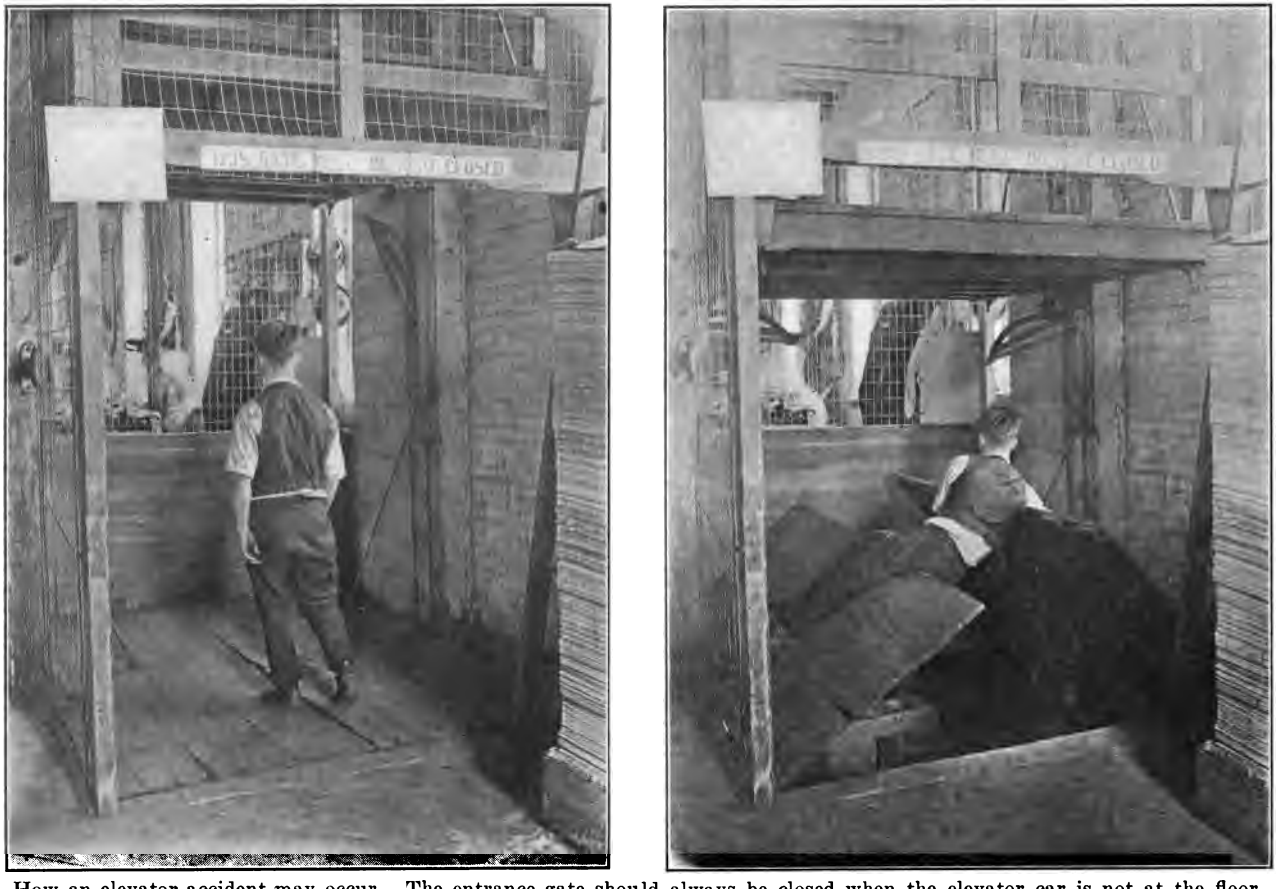

How an elevator accident may occur. The entrance gate should always be closed when the elevator car is not at the floor. Otherwise the car may be started from another floor with the result shown in the photographs.

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MONTHLY BULLETIN

OF THE

PENNSYLVANIA

Department of Labor and Industry

JOHN PRICE JACKSON, Commissioner

A BULLETIN OF INFORMATION FOR THE PUBLIC

APRIL, 1916

HARRISBURG, PA.
WM. STANLEY RAY, STATE PRINTER
1916

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THE SIGNIFICANCE OF VITIATED AIR IN INDUSTRIAL ESTABLISHMENTS.

Various agencies act upon the air conditions in industrial establishments, so as to affect seriously the health of the workmen. It may be polluted by dusts of various kinds, by poisonous fumes, gases and vapors; and by the presence of disease producing germs. There may be marked variations in temperature, humidity and pressure; and, finally, the air may become vitiated by the impurities arising from breathing, combustion, lighting and overcrowding within a confined space. These last mentioned conditions are very liable to occur in all indoor industries, whereas the other conditions mentioned are incidental to certain specific trade processes. Vitiated air, therefore, is far reaching in its significance, and merits further consideration.

The earth is surounded by a gaseous mantle, the atmosphere, or as it is more commonly called, the air. This air reaches a height of over 200 miles and penetrates to a considerable depth into the soil, into caves and mines and into the ocean. The air when pure is without color, taste or smell and is therefore invisible and imperceptible when at rest. It becomes manifest only when in a state of motion, or when our bodies are in action, through the resistance which it offers.

The air we breathe is really a mechanical mixture of gases, possessing the physical properties of weight, expansion and diffusibility. That it is a mechanical mixture and not a chemical compound is proved by the fact that the gases composing the air do not exist therein in their proper combining proportions, and that the relative amounts of these gases in the air cannot be expressed by a chemical formula. Moreover, if one mixes together the gases of which the air is composed in the same proportion as they occur in the air, there is no manifestation of chemical action, such as heat, change in volume or electrical reaction.

The composition of this mechanical mixture per 100 parts by volume has been estimated as follows: Oxygen, 20.76; nitrogen, 78.20; carbon dioxide, 0.04; argon, 1; small amounts of ozone and varying amounts of watery vapor.

Oxygen is the most important constituent of the air, although forming but one-fifth of its volume. This gas when pure is clear and colorless. Growth and development, heat, light and even life itself are dependent upon the oxygen in the air. Remove it, and all forms

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of life, both animal and vegetable, would become extinct, and the earth a barren waste. Under natural conditions, the amount of oxygen in the air varies but little, because any localized accumulations are readily distributed through the air by the diffusing action of the air. The greatest variation exists between inspired and expired air; in the former the volume of oxygen present is about 20 per cent., and in the latter, 16 per cent.

Ozone is a modified form of oxygen, and occurs in the atmosphere in small traces. It is most abundant over fields covered with vegetation, over forests and over the ocean; and generally absent from thickly populated districts and in localities where there is much decomposing organic matter. Ozone has powerful oxidizing properties and is produced whenever an electrical discharge occurs in the air. It has a very pungent odor, by which it is easily detected, and is an active agent in the purification of the air from waste organic matter.

Nitrogen is the main constituent of the atmosphere, and as a chemical element is widely distributed in nature, especially in the tissues of plants and animals. It is a colorless, odorless and tasteless gas, incombustible and incapable of supporting combustion or life. Its chief function seems to be that of a diluent of the oxygen, reducing its strength and rapidity of action. Nitrogen also plays an important part in the various chemical processes associated with vegetable life, especially in the soil.

Carbon dioxide, under normal conditions, exists to a very limited extent in the air—3 to 5 parts per 10,000 of air. It is a nonsupporter of combustion and, therefore, acts in an opposite manner to that of oxygen. Carbon dioxide is derived from the decomposition and putrefaction of organic materials by bacteria, from combustion and from respiration. The amount present in the air is subject to considerable fluctuation, according to place and season. It is more abundant in the autumn than in the winter; at night than in the day time. Rain and snow remove considerable from the air. Any localized accumulations are readily disseminated through the agency of the winds.

There is an interesting cycle associated with the maintenance of the oxygen and carbon dioxide according to their relative proportions in the atmosphere. All chlorophyl bearing plants absorb carbon dioxide from the air, take up into their tissues the carbon, and give off the oxygen. The members of the animal kingdom absorb this oxygen, utilize it in performing their body functions, and in turn give off carbon dioxide.

More or less aqueous vapor is present at all times in the atmosphere. Water is constantly evaporating from the earth's surface into the air, and the amount of moisture which the air can hold is constantly

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varying with the temperature. When the air is so full of moisture that it can contain no more, it is said to be saturated; and in proportion as it is more or less removed from the point of saturation, is air said to be dry or moist. As a rule, the atmosphere contains from 50 to 75 per cent. of the amount required for complete saturation; if the quantity varies much above or below these limits, the air becomes unpleasantly moist or dry. The evaporation of moisture from the lungs and skin regulates the body temperature, by removing heat from the body. If the relative proportion of aqueous vapor be increased, the escape of water from the body will be hindered; and when a high temperature is associated with this condition, the heat is much more oppressive than when the air is dry and favors free evaporation. Then, again, a cold moist air is much more distressing than when the air is dry and warm. We all have experienced the peculiarly unpleasant effects of a moist and hot atmosphere, and the invigorating influence of dry and crisp air.

The air being merely a mechanical mixture of gases, behaves exactly as, and has the physical properties of, a gas. It, therefore, has weight, expansibility and diffusibility.

Like any solid or liquid, air has weight. From experiments, it has been proved that 100 cu. in. of dry air, when the barometer registers 30 in. and the thermometer is at 60°F., weighs 31 grains. Since the air has weight, it, therefore, exerts pressure according to the same laws, as those governing the pressure of liquids; this was first determined in 1643 by Torricelli, a pupil of Galileo. At the sea level, this pressure amounts to 15 lbs. per sq. in., and is sufficient to support a column of mercury 30 in. high. This pressure varies according to the altitude of any given locality, and also in the same locality at different times, according to its temperature and humidity. These variations in pressure are measured by barometers. Unless extreme, variations in pressure seem to have only an indirect influence upon health; but when reduced some inches, as in mountain climbing and balloon voyages, or much increased as in diving bells and caissons, marked effects are produced upon both the breathing and the circulation.

Air also possesses the property of expanding and contracting according to certain physical laws, depending upon the temperature and pressure. This expansibility of the air plays an important part in the ventilation of buildings. Whenever a room or building is occupied by people or warmed by lights or fires, a constant expansion of air is going on, and this expanded air excapes by the windows, doors and crevices in the building.

Diffusibility is also a property of the air, and the rate at which the gases of the air intermingle depends upon their weights or den-

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sities. By this property, the composition of the air is kept fairly constant, and the carbon dioxide, which is found in abundance in our large centres of population resulting from combustion and respiration, is removed from its point of origin to such places where vegetation and sunlight can break it up into carbon as food for plant life and oxygen for the maintenance of animal life.

The impurities in the air of workrooms and their effects upon the health of the workmen may be considered under three heads.

1. Vitiation by Respiration. The following changes are found in air that has been breathed out from the lungs:

(a) The oxygen content is reduced from 20% to 16%.
(b) The amount of carbon dioxide is increased from 0.04% to 4 or 5%.
(c) The temperature is raised to that of the body—99.4°.
(d) The volume of the air is increased, because of the increase in temperature.
(e) Marked increase of watery vapor, often to saturation.
(f) The nitrogen is usually increased.
(g) Addition of putrefiable organic matter.

The continuous breathing of air fouled by human beings tends to produce a lowered state of health and promotes the onset of disease. Recent experiments have demonstrated that the usual symptoms complained of in overcrowded rooms are traceable to the physical changes in impure air. These physical changes are deficiency of oxygen, excess of carbon dioxide, increased temperature and humidity, and organic matters given off by the lungs and skin.

The prolonged breathing of vitiated air of this character tends to produce a lowered state of vitality, characterized by anemia, dyspepsia, deficient nutrition and general weakness. People in this lowered condition of health, which is very common among indoor workers, are unable to resist attacks of acute disease and fall an easy prey to all chronic and wasting diseases. Such conditions obtain in many workshops, where, in addition to breathing impure air, sedentary occupations interfere with the normal function of the body. The prevalence of certain lung diseases in those constantly breathing impure air seems to bear some relation to the degree of purity of the respired air. This causal relationship between foul air produced by overcrowding and deficient ventilation is now generally recognized.

Short exposure to extreme degrees of vitiation in overcrowded and ill-ventilated rooms is no less harmful to health. It manifests itself by the onset of acute symptoms—headache, dizziness, nausea and vomiting. In extreme cases, death may result from marked deficiency of oxygen and high content of carbon dioxide.

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2. Vitiation by Combustion. The products of combustion of coal gas, where gas is used as an illuminant, and from coal burned in stoves for heating, escape into the surrounding atmosphere, and, in crowded workrooms with inadequate ventilation, serve to intensify the ill effects on health of air already vitiated by respiration. Air thus contaminated, when inhaled continuously, produces headache, digestive disturbances, anemia and general depression; and in severe cases fatal intoxication.

These combustion products exist in the air in the form of gaseous impurities, the most important of which are carbon dioxide, carbon monoxide and sulphur compounds.

Of the carbon compounds found as impurities in the air, carbon dioxide represents the main impurity due to combustion and respiration. The proportion of oxygen is at the same time diminished, because considerable oxygen is consumed by the combustion process. Hence smaller amounts of carbon dioxide will produce poisonous effects. With a corresponding reduction of oxygen, 5 per cent. of carbon dioxide renders air sufficiently poisonous to destroy life; 2 per cent. produces severe suffering; 1 per cent. causes great discomfort, while 0.1 per cent. is recognized by a sense of stuffiness.

As the proportion of carbon dioxide in the air is easily and accurately determined, and as it bears a more or less constant ratio to the other impurities especially the organic, its estimation in a confined air is usually accepted as an index of purity of the atmosphere and of the efficiency of ventilation methods. For this purpose, an air is condemned as being vitiated, if it contains more than 6 parts of carbon dioxide per 10,000 part of air.

Carbon monoxide is the chief poisonous constituent of the gases given off from illuminating gas, open fires, defective flues and blast furnaces. It is a powerful narcotic poison, and exerts itself in an insidious manner; for being without odor and non-irritating to the air passages, it may be breathed unconsciously by the victim, who quickly loses the power of movement and the desire to escape from the poison. Small quantities cause headache, dizziness and quick insensibility; larger quantities, unconsciousness and paralysis of the heart. Carbon monoxide produces its fatal effects by displacing the oxygen in the red blood cells. It thus causes asphyxia by destroying the power of the red blood cells carrying oxygen to the tissues. It also forms a stable compound with the pigment of the blood cells. Therefore, the symptoms of poisoning are very persistent and the outcome usually fatal, when the amount of gas inhaled has been at all considerable.

Sulphur compounds are added, in varying quantities, to the air by combustion processes, and are easily detected by their disagreeable

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odor. In acute cases, they produce symptoms of a narcotic and convulsive poison; in chronic cases, those of anemia, and general debility.

3. Vitiation by Suspended Matter. The particles which make up the suspended matter in the air are of the most varied character; some are organic; some inorganic; some absolutely harmless, and some really harmful. Except on the mountain top or out at sea, it is difficult to find an atmosphere entirely free from this suspended matter, while in cities and factories, the air is usually heavily charged with many solid particles. Chief among these suspended matters of the air will be found fine grains or particles, inorganic or organic in nature, constituting what is commonly known as dust. The long continued inhalation of dust is a real menace to health, for various diseases of the lungs especially consumption, have been traced among certain classes of workers, as being due to the inhaling of dusty particles generated in these particular trade processes. For example, among grinders lung disease is prevalent, due to the inhalation of fine metallic particles, Similarly among potters, an asthmatic cough is often developed in consequence of the continual breathing of fine clay dust. The makers of cement and grindstones suffer in the same way. In white lead works, the dust gives rise to colic among the workers, while workers in brass foundries are subject to ague—like paroxysms. In the carding rooms of cotton, wool and silk mills, the fine dust from the fabrics is often so great and so irritating in nature, that considerable ill health results therefrom among those employed therein.

How far these suspended impurities in the air will affect the public health depends not so much upon their quantity as upon their quality and nature, although, in some cases, consideration of the former must not be neglected. The most injurious particles are those which are hard, angular and sharp; because of these physical properties, they become impacted in the walls of the bronchial tubes or the air cells of the lungs, are expectorated with difficulty, and set up irritation and chronic inflammation of the surrounding tissues. Soft and rounded particles are not capable of doing nearly so much mischief.

Besides dust, the air contains other solid particles in the form of debris of all sorts, emanations from the body and myriads of germs of vegetable organisms, moulds, etc., which may be the means of spreading disease. Thus infectious matter from a poisoned wound may be scattered about in careless fashion, and by contact infection propagate itself on new soil. In coughing, sneezing and loud talking, small particles of mucus and moisture from the nose and mouth, which contain numerous bacteria, are sprayed into the air. In this manner, infections organisms of nasal and throat catarrhs, of influ-

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enza, of diphtheria, of pneumonia and of tuberculosis are ejected from the air passages and may be the means of propagating these diseases.

Moreover, the dust laden air may be further contaminated by poisonous vapors, fumes and gases generated in certain trade processes, which are influential factors in the causation of the malhygiene of industry.

Ventilation is the means by which the purity of the atmosphere is kept under control. It implies the removal and dispersion, by a supply of fresh air, of all the impurities which have accumulated in the air as the result of the vitiating processes already described. For this purpose various methods have been employed which may be classified under two heads—natural and artificial ventilation.

Natural Ventilation.—This is carried on by diffusion of the air, winds, and movements of the air due to inequalities in temperature. These manifestations of physical forces usually obtain in small buildings, and in other places where few persons are assembled; but they are effective only to a limited extent. Natural ventilation alone is rarely sufficient and usually needs to be supplemented by artificial means, especially in large buildings, where many people are assembled.

Artificial Ventilation.—Under this heading are included methods of extraction of air from inhabited buildings by means of heat, steam and fans; and methods of propulsion of air into buildings by mechanical means. The former is called the vacuum system and the latter, the plenum system. In the ventilation of factories, steam may often be economically utilized as the extraction force, but extraction by fans is also largely used, and with considerable advantage, as the amount of draught can be regulated with nicety by altering the speed of the fan. In the plenum system, air is constantly driven into the rooms, under a slight pressure, which causes it to escape through the various openings in the buildings, or through special openings communicating with exit shafts.

Special arrangements are required to remove the dust generated in certain trade processes. Where large quantities of dust are generated, as in grinding, polishing and sawing, the dust can be aspirated, at its place of origin, into a suitable pipe connected with an exhaust fan. Where such a method is not feasible, water may be used to render the material damp, and thus prevent the formation of dust.

On the whole, the advantages of artificial ventilation are great, being mainly due to its facility of management, and constancy under varying conditions. For factories and work shops, and wherever there is machinery, artificial ventilation, whether by extraction or propulsion, is certainly the most convenient and economical. Each

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system has its advantages and disadvantages, and often the requirements can be met by a combination of the two systems. Each case, however, must be considered intelligently on its merits, as no hard-and-fast-rule can be laid down.

WORKMEN'S COMPENSATION, INDUSTRIAL DISEASES AND ACCIDENT PREVENTION DISCUSSED BY PHYSICIANS FROM INDUSTRIAL PLANTS ATTENDING CONFERENCE HELD BY DIVISION OF INDUSTRIAL HYGIENE AND ENGINEERING.

Forty-three physicians and surgeons, representing the safety and welfare departments of great industrial establishments in all sections of the Commonwealth, attended a conference held at the State Capitol, February 17, under the direction of the Division of Industrial Hygiene and Engineering of the Department of Labor and Industry. The discussions dealth with, industrial diseases, workmen's compensation and accident prevention.

Dr. Francis D. Patterson, Chief of the Division of Industrial Hygiene and Engineering, presided at the sessions and outlined, in detail, to the physicians, the laws of Pennsylvania as they relate to the physical welfare of the workers in industrial plants.

In addition to the papers read as a part of the regular program, which was published in full in the March Bulletin, the impromptu discussions brought from many of the attending physicians important facts and view-points on various subjects.

Dr. Patterson in outlining the purposes of the conference said:

"The intention is to have these conferences four times a year and it is hoped to make them so interesting to everybody that you will look forward to them. The next conference will be held, probably in May and the following tentative subjects have been selected for that meeting:

First, Dust and fumes, foes to industrial life.

Second, Effect of extreme heat as a factor in impairing the efficiency of the working man.

Third, The value of physical examination as a factor in the prevention of industrial injury.

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"These subjects are only suggested as ones which appeal to the largest number of physicians. I am trying to make the subjects for these meetings so general that all of us can find profit in what is said. This program is purely a tentative one and I will be glad to have suggestions as to other topics that we might take up."

Dr. McAlister's Address.

Dr. John B. McAlister, of Harrisburg, President of the Pennsylvania State Medical Society, was invited by Commissioner John Price Jackson and Dr. Patterson to make the address of welcome to the visiting physicians. Dr. McAlister gave interesting comment on the Workmen's Compensation Act. He said in part:

"I am pleased to have this opportunity to say before you men what I believe should be the attitude of the physicians and organized medicine towards the Compensation Board, because you represent various communities, and if you are in accord with my views, you can greatly help to spread throughout the profession an attitude of friendliness and co-operation for the Compensation Act.

"I shall not discuss the principles of compensation except to remind you that the basis of all Workmen's Compensation Laws is the principle that the economic cost of the industrial accidents should not be met by the employer or by the workmen alone, but should be assumed by each in fair proportion. This loss should be distributed over the entire cost of the industry, and ultimately be paid in a manner as to cause the least possible disturbance to the trade or business concerned. The mistaken attitude assumed by many toward Workmen's Compensation in the early days of its discussion has been modified in the light of its successful working wherever it has been tried. Today many former opponents stand ready to lend their help in the accomplishment and enforcement of the provisions of such a law. It is not too much to hope, I trust, that the physicians, although they do not hail this law with unspeakable joy, will co-operate with the Compensation Board in every possible way.

"The Workmen's Compensation Act is now a law of this State. We are living and working under this law and must abide by it. This revolutionary enactment is regarded by some economists as the most important one since the emancipation of the negro through the Civil War. Such a revolutionary movement will not be innovated nor administered without innumerable mistakes and misapplications. These will be greatly minimized if the members of the medical profession exercise careful judgment and unflinching loyalty to each other. It is not a law requested by the medical profession nor is it a law opposed by it. Nevertheless, it is a statute which, in the opinion of our legislators will yield the greatest amount of good to the greatest number of our citizens. That should be enough for the physicians of the State of Pennsylvania. If it is to the benefit of our patients,

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certainly it should be to our interest. It is not intended to injure us and we should endeavor to have the law administered in harmony with the interests of our profession. The Workmen's Compensation Board has passed a resolution as follows:

" 'Resolved, That the Compensation Board will welcome any friendly co-operative advice and aid from the State Medical Society in aiding to develop and carry out the work under its direction.'

"This shows a decided disposition to administer the law fairly to us, and the Board fully appreciates the necessity of the support of the medical profession if their work is to be a success. Mistakes will be made and the Compensation Board realizes that they will make mistakes. But I believe they will be corrected as they develop. We are concerned not only in the law but the administration of the law.

"In self defense we must, of course, have due regard for the financial side of the law, and of which, I believe we are agreed, that the returns are too meager. But we must remember that this law was passed in a period of financial depression when the future looked gloomy and discouraging to the employers of labor. The law drafted at that time endeavored to keep down the compensation and all the compensation features were made correspondingly low. Our profession has always made much of its altruistic motives and rightly so and we must not now make too prominent our objections to the law because of the financial returns. I believe if we accept it as gracefully as possible for a time, and if the compensation to the hospitals and physicians is not sufficient, that at the next session of the Legislature, there will be a united request by the Workmen's Compensation Board, hospital management, and the medical profession for proper recognition that can not and will not be ignored. Then, too, we must remember that now there will be sure compensation for much work that heretofore has been done by the hospitals and physicians as pure charity. A large majority of these accident cases were treated at hospitals free of charge. Now the industry pays these charges. Many who went to physicians' offices were able to pay little, if anything; now the law requires the employer to pay a reasonable sum for the physician's services.

"Some European countries having longer experience have generously enlarged their medical funds, realizing that the best of medical aid and medical attention bring a tremendously increased return in rapidity of recovery, and economy in compensation and further medical aid.

"Let us pledge ourselves to meet the many problems and complications which will surely arise in the administration of the law with a spirit of fairness and desire to co-operate. Let us too, at the

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same time, regard these problems as a business proposition in which we must be fairly and justly treated as individuals and as members of a profession. The profession and the Board must work close together and only through our strength and loyalty to each other can our individual interests be properly protected. We should keep ourselves informed of any acts of unfairness or injustice that may develop so that we may collect this data to act in the interests of the profession. When so many of the States have such an act and its provisions are working successfully for all concerned, why should we be looking for trouble before any exists. Let us apply our brains to the smoothing out of whatever wrinkles the act may create and thus make it a better instrument for our profession and the people depending upon it.

"We want to take our part in keeping Pennsylvania high among the states which have advanced in hygienic conditions and keep efficient our population so largely engaged in dangerous or extra hazardous pursuits, and especially the lives of vast bodies of men who work in coal mines, steel mills, railroads and other pursuits in which there is more than an ordinary amount of risk and hardship.

Address by Dr. Bricker.

Dr. Elizabeth B. Bricker, Medical Inspector of the Division of Hygiene, of the Department of Labor and Industry, read the following paper on the subject of Asphyxiation and Resuscitation:

There is in actual practice such a slight shade of meaning between the two words asphyxiation and suffocation that they may well, in this present discussion, be considered as one and the same thing.

The three main conditions in which these accidents may occur are in drowning, in electric or traumatic shock, and in gassing, by which latter term is meant the inhalation of a gas which cuts off entirely or which diminishes to so great an extent the amount of oxygen taken into the lungs that the act of respiration is inhibited.

While drowning is responsible for almost twice as many deaths as are the other two conditions combined, it is nevertheless to them, that our attention at this meeting must be especially directed, for it is these causes that play such a serious part in the industrials accidents, not only in Pennsylvania but also throughout the entire country. It is true that drowning does occur under some circumstances in connection with the industries. The number of deaths, however, reported from this cause is very largely overshadowed by the number of deaths from drowning occurring under other circumstances.

Although we are, to a certain extent, concerned with the cause and the prevention of all these accidents, such considerations are really more within the province of the safety engineer than they are the business of the plant physician. The treatment is however

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something which is up to the doctor and for which he alone is responsible, whether it is the treatment administered by him individually or by the first aid men whom he has instructed.

Much has been written upon the subject of resuscitation from asphyxiation and suffocation and the purpose of this paper is not to offer anything new on the subject. A resumê of several of the methods which are at the present time, being so strongly advocated by some, and just as strongly opposed by others, is here presented in order merely to open a discussion upon this subject.

So many of these accidents have occurred in the past, and will continue to occur in the future, so far removed from ready access to mechanical devices for resuscitation, that for this reason alone, adequate instruction in the manual methods of producing artificial respiration can never be abandoned.

While the Silvester, the Marshall Hall and the various other manual methods have each in turn served their days as the best methods, they have all been supplanted, except under exceptional circumstances, by the Schaeffer or prone pressure method. With the arms extended, the exchange of air in the Schaeffer method is very much greater than in any other manual method. This fact, in itself, is of sufficient importance to recommend it above all others. Add to it, however, the ease with which it can be administered by a single individual, unaided and practically unskilled; the tremendous relief from the necessity of giving attention to the tongue, that unruly member, which in states of arrested respiration so many of us have found to our discomfort, to be even more unmanageable than the scriptures would imply; and the absence or extreme remoteness of possibility of fracture of the ribs or injury to the liver; one or the other of which is a matter for very serious consideration in the other manual methods, it would seem that no one should hesitate, but at once accept the Schaeffer method as the very best manual method for producing artificial respiration.

The mechanical devices to be considered in this paper are the pulmotor, the lungmotor and the production of artificial respiration by the use of the Meltzer method.

The pulmotor and the lungmotor are very extensively advertised by the firms supplying them. The results achieved through their aid are given wide publicity in the newspapers. They have been purchased by police departments, fire departments, gas and electric light companies, in every one of which organizations, the public in general feels a very vital interest. It is therefore only a matter of course to hear the merits of these instruments discussed freely by people who have scant information concerning the principles of their construction and much less knowledge of their action upon the delicate tissues of the body.

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The claims of superiority as put forth by manufacturers of the pulmotor are that it is absolutely automatic; that it always administers oxygen with the air; that there are no complicated inter-trachael tubes to be adjusted; and that as soon as a pressure of .29 of a pound per square inch is developed in the lungs the exhaust action is automatically started and continues until a predetermined vacuum pressure is reached.

These claims are met by the following objections: the percentage of oxygen in the air-oxygen mixture is fixed at approximately 26.75, an increase of less than 6 per cent. above the amount of oxygen contained in atmosphere air; it is often desirable, especially in cases of carbon monoxide poisoning to administer pure oxygen. What assurance is there that the air does not enter the stomach instead of the lungs? Is there any guarantee that the lungs have really been inflated when the pressure of .29 of a pound per square inch is reached, or may there be an obstruction in the upper bronchi or trachea which thus allows such pressure to be indicated and an erroneous impression of the efficacy of the instrument to be given? It is of a delicate mechanism, which may mean failure at a critical moment. The alternative of keeping on hand constantly, a large supply of oxygen, or of having a piece of apparatus possibly inoperative when it is most needed is always to be considered. But the most serious objection from a physiological point of view is the fact that it removes the air by suction, a process very unlike the natural expiration and one in which may occur, collapse of the air vesicles which cannot be overcome with the succeeding inflations.

The advantages adduced for the lungmotor are that it allows air, or oxygen, or a mixture of the two in any proportion, to be adminisfered; that it is not automatic in action, but at all times under the direct control of the operator; that it is readily adjusted for varying lung capacities; that there is no possibility of air being forced into the stomach instead of into the lungs. All of these claims seem to be well borne out, but the chief objection to this instrument as the pulmotor is the suction created in removing the air from the lungs. Because of this action which differs so widely from the natural process and which exerts upon the lungs a force to which the alveoli are so unaccustomed, it is difficult to measure the amount of damage that may be accomplished particularly if suction is carried on over a long period of time.

In justice to both of these devices, it must be stated that they have undoubtedly been used in hundreds of cases of arrested respiration with apparently excellent results. Many men are living today who attribute their rescues to the pulmotor or the lungmotor. If in these instances the lungmotor had been used instead of the pulmotor,

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or the pulmotor instead of the lungmotor, or if neither had been used and manual methods of artificial respiration alone had been resorted to, would the results have been different? Who can say?

A third mechanical method of artificial respiration has been devised by Dr. Meltzer, head of the Department of Physiology and Pharmacology of the Rockefeller Institute for Medical Research. Recommended by the American Medical Association and acting as a member of the Committee on Resuscitation from Electric Shock and also as a member of the Committee on Resuscitation from Mine Gases, Dr. Meltzer carried out a long series of experiments on pharyngeal insufflation as a method for producing artificial respiration. This apparatus feeds, either air or oxygen directly into the mouth and nose by means of a tightly fitting mask; or it may be led directly into the pharynx through a tube of such size and shape that the air is prevented from escaping through the nose. Air is prevented from entering the stomach in large quantity by heavy weights fixed so as to compress the abdomen. Air from a foot bellows, or oxypen under pressure, the supply of both being regulated by a safety valve, is allowed to enter the pharynx through the mask or the pharyngeal tube. As all other avenues of escape, except the trachea are closed, the entering air or oxygen must apparently enter the lungs. To remove the air a valve is turned which at the same time that it shuts off the supply of oxygen or air, allows free exit for the air in the lungs. This air is not removed by suction, only by the natural recoil of the parts that have been expanded by the extrance of the air or oxygen.

This apparatus overcomes the objection offered to all other mechanical devices for artificial respiration—the withdrawing of the air from the lungs by suction. It has been deemed of sufficient merit to be recommeded by the Committee on Resuscitation from Mine Gases, for use in all cases of suspended or inadequate respiration. This recommendation was made eighteen months ago.

RESPONSIBILITY FOR ACCIDENTS.

In reading much that has been written on the subject of industrial accidents one cannot help but be impressed with the weight of testimony that claims that by far the greater portion of these accidents are caused by carelessness and that, chiefly on the part of the one who suffers the most. While this is in a sense true, yet the fact remains

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that sometimes a remote cause is frequently overlooked, as is also the fact that the accident could not have occurred, even if carelessness on the part of the sufferer existed, if the remote cause had been removed. Take for instance the case of an unguarded gear. A workman might have been working in such a careless manner around this gear that he eventually was seriously injured by being caught in it. Naturally the cause of the accident would be judged by most persons to have been carelessness. It would not, however, be fair to stop there, as it can readily be understood that even if the employee had been careless, the accident could not have occurred if the gear had been guarded. Who then was responsible? Some would say the worker as he was not careful. Others rightly could blame the management because such a condition had been allowed to exist.

The same situation arises every time a serious accident occurs through the agency of inflammable or explosive material used by manufacturing establishments. Primarily the explosion, which usually has such destructive results, is caused by the carelessness of some individual. The fact remains, however, that a condition has been allowed to exist which needed only a careless act to "touch it off." The responsibility then of managements of such types of establishments is a very great one and one which demands constant and careful attention. Orders may be given in a certain factory to foremen or employees that dangerous conditions shall not be allowed to exist, and in addition to this, all kinds of instructions may be given regarding the using of material in a certain way. The matter is then dropped and in many instances forgotten under the press of other important duties. That is just where the difficulty is. Not only should these men have been told not to do things in certain ways but frequent observations at irregular periods should have been taken to see that these instructions were being carried out to the letter. If a certain product requires an especially detailed or intricate process of manufacture, the neglect of any one step of which might result in an inferior product, the manager not only gives orders concerning the individual steps to be taken but he also goes further and sees that these orders are carried out to the letter. Just so is it necessary for the manager of an establishment using inflammable or explosive materials to establish certain precautions which should be followed and observed at all times, not only when business is slack but also when the cry is "Production!"

The necessity for following up the matter in this way is readily understood when it is recalled that during investigations into accidents of this kind the excuse is often heard, "I told them not to do that work in that manner; I told the men not to have that fire

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there" or "I prohibited smoking in that building." When pressed further for detailed information, the admission is usually made that no systematic effort was made to see that the orders were obeyed.

The safety of the employe is of far more importance than anything else and even if the employe should overlook this fact the man in charge should not lose sight of this responsibility.

The owner, the manager, or the superintendent should accordingly ask himself these questions:

"Are all reasonable precautions being used?"

"Have I installed suitable and safe apparatus for the performance of this dangerous but necessary process?"

"Can any other method or process be used which would do away with the dangers incident to the one now in use?"

If the first two can be answered in the affirmative and the last in the negative, the persons in authority can feel that they have done their full duty.

FIRST AID FOR INDUSTRIAL ACCIDENTS IN RELATION TO MEDICAL PRACTICE LAW.

There can be no question as to the value of prompt first aid for all industrial injuries. It is a fact that if this first aid be intelligently, as well as promptly, administered, the danger of septic infection in every accident is reduced to a minimum. The supervening of septic infection in any accident case results in a serious loss to the injured man, to the plant which employs him, and to the Commonwealth at large. The injured man, not receiving any compensation during the first two weeks of his disability, loses the wages which he otherwise would have earned. The industry loses his skilled services and in consequence the output of the plant may be decreased both in quantity and in quality. The Commonwealth suffers because one of its citizens, instead of being engaged in productive labor, is possibly a patient in a State Hospital at the expense of the Commonwealth.

In view of the vital importance of first aid, it is only proper that the State should throw a protecting cloak of law around the subject and so assure that this first aid is being administered to the best interest of every one concerned.

Soon after the first of the year, it was called to the attention of the Bureau of Medical Education and Licensure of the State of

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Pennsylvania that certain concerns were avoiding the Medical Practice Act, of June 3rd, 1911, by the employment of unlicensed persons to give medical and surgical attention to their injured employes, and render service such as may be rendered only by one licensed to practice medicine in this State. Accordingly Dr. John M. Baldy, President of the Bureau, called the attention of the Department of Labor and Industry to these violations and communicated the following facts to the Department:

> "The head of the medical department of any industrial or commercial plant must be a licensed physician of this State.
>
> "It is not permissible for either an unlicensed assistant or a nurse to in any way alter the treatment until the order to do so has been given by the licensed head of the department.
>
> "It is legal in Pennsylvania for any one, licensed or unlicensed, to apply first aid to an injured person; but it follows as a pre-requisite that the licensed head of the department must see this patient at his next visit and direct the future treatment.
>
> "It is not permissible for an unlicensed assistant or a nurse to perform any type of surgical operation.
>
> "'First Aid,' is to be construed as meaning the rendering of only such services as will contribute to the safety and comfort of the injured, until he or she has the opportunity of consulting a licensed physician.
>
> "The attention of industrial and commercial plants is called to the fact that violations of this Act are subject to severe penalties."

This Department desires to call the attention of every manufacturer and employer of labor within the State to these most important facts mentioned above. The practice of some plants in having first aid men treat a case from the beginning to the end without the case being seen by a licensed physician is not only a violation of the law but in some instances has resulted in serious harm to the injured man.

First aid boxes should be used in plants simply to furnish facilities for prompt treatment immediately after the injury occurs, but all subsequent dressings, or change in treatment should be under the actual supervision of a licensed medical practitioner, and all employers of labor should carefully note that the law requires that this should be done and that the Bureau of Medical Education and Licensure emphasizes that if this is not done, severe penalties may follow.

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MOTION PICTURES USED TO DEMONSTRATE SAFE PRACTICES.

The Department of Labor and Industry has recently inaugurated a new system of interesting employers and their employes in the matter of accident prevention. When it was realized that approximately 350 employes lost their lives and 38,000 were injured in the industries of Pennsylvania during the first two months of this year, it was thought necessary to start an educational campaign which would be of aid in helping to stop this awful slaughter.

Accordingly, it was decided to hold experimental safety meetings in Harrisburg and if these should prove successful, to continue them in various sections of the State as time and facilities would permit.

A number of the heads of the leading industries of Harrisburg were consulted and asked if they would co-operate in holding meetings which were intended to interest employes in the matter of accident prevention. The employers were asked to help pay the expenses of such entertainments by procuring the hall, and the Department would furnish motion pictures and slides showing how accidents have occurred. Without exception, the employers who were asked agreed to co-operate in the movement and beginning on February 29th a series of six meetings was held on various evenings during the following two weeks.

Through the courtesy and efforts of the National Safety Council a large number of motion picture reels on accident and prevention, were obtained from the United States Steel Corporation, the Eastman Kodak Company, Rock Island Railroad Company and the Pacific Electric Railways Company and films were also obtained from the United Gas Improvement Company and the Bethlehem Steel Company.

Besides the motion pictures which were shown depicting safe and unsafe practices and lessons in fire prevention, many slides were also shown which urged employes not only to guard their own safety but also to guard the safety of their fellow workmen. Scenes showing ways in which accidents have occurred were also exhibited and suggestions were offered for good housekeeping and safe practices. Copies of the following announcement were distributed at the beginning of each meeting:

"These pictures which will be shown to you this evening are given by the Department of Labor and Industry co-operating with your employers who have helped share the expense of this entertainment in an effort to interest you in the matter of accident prevention.

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"Since January 1st about 350 persons have been killed and over 38,000 have been injured in the industries of Pennsylvania. Have you ever stopped to consider how great a waste of human energy and money, besides untold suffering to the injured persons and their families, is involved in this fearful slaughter? The compensation, which these injured persons will receive as a result of the Workmen's Compensation Act recently passed by the Legislature and which became effective January 1st, 1916, will never fully repay them for the wages which they have lost and will in no way alleviate the suffering which they and their families endure.

"Investigations have proved that approximately three-fourths of such accidents can be prevented. Will you not enlist in the Safety Movement and do all in your power to prevent this awful loss of life and this large amount of human suffering? Not only do this yourself, but urge your fellow worker to do the same, as his or her carelessness may result in injury to yourself. Carelessness should be eliminated from the factories of Pennsylvania."

The attendance at these meetings and the interest shown by those who saw the pictures demonstrated conclusively that this method of promoting interest of the public at large in accident prevention, is a good one and the Department intends to continue these meetings in every locality where the co-operation of manufacturers can be obtained to the extent outlined above.

Since the experimental meetings held in Harrisburg during the early part of the month, similar meetings have been held with great success in Hershey, Millersburg, Bloomsburg and Middletown.

Any interested persons who desire to have such meetings held in their own locality are requested to communicate with the Division of Industrial Hygiene and Engineering, Kunkel Building, Harrisburg, under whose direction these safety meetings are being conducted.

AVOIDABLE ACCIDENTS CONSPICUOUS AMONG THOSE INVESTIGATED BY BUREAU OF INSPECTION.

The fact that a large number of the accidents occurring in the industries throughout the State are due to carelessness, is brought out very clearly in the reports that are reaching the Department every day.

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A few examples of the practices that make these accidents possible are given here. They illustrate very clearly that the dangers thought most trifling are in reality the ones that cause the greatest number of injuries, because their apparent insignificance is the very thing that causes so litle care and thought to be directed towards their prevention.

* * * * * * * *

A man wearing gloves was running a ripsaw. One of the gloves caught and his hand was drawn into the saw, necessitating the amputation of three of the fingers of his right hand. Another man, also wearing gloves, was drilling a hole in a block of wood. The gloves caught in the drill and the little finger on his left hand was torn off at the second joint.

If these men had not been wearing gloves while working, these accidents would not have occurred.

* * * * * * * *

An employe in a curled hair establishment was given explicit orders not to replace belt on pulleys while the engine was running. Three minutes later he disobeyed the order, the edge of his loose sweater was caught and he was swung around the shafting. In addition to severe bruises of the body, his left arm was completely torn from its socket, his right arm very nearly torn off and his left leg badly battered.

This accident would not have happened, if the man had obeyed orders. The fact remains, however, that torn, ragged or loose clothing should never be worn by those working about machinery in motion.

* * * * * * * *

A man endeavoring to move a coal car over the proper coal bin found the brake of the car very tight. In endeavoring to release the brake he used a wooden bar which broke, causing him to fall from the car. As a result of the fall his skull was fractured and he died in a few hours.

* * * * * * * *

A conductor of one of the trolley companies of the State, after storing his car in the barn at the end of his run, walked into the car pit. A broken arm, a laceration of the thumb and bruises on his head and his hip resulted.

A poorly lighted car barn and car pits not provided with proper covers caused this accident—carelessness again, but this time not on the part of the injured man but on the part of the employer.

* * * * * * * *

In the plant of a large tanning company, one of the men was engaged in operating an extractor wheel. He wished to remove a plug which was not accessible in the position in which the wheel happened

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to be resting at the time. To bring the plug nearer, he threw the shifter which started the wheel revolving. He then reversed the shifter and without waiting for the wheel to come to a dead stop, attempted to reach the plug and remove it. He was carried around and crushed to death between the wheel and the supporting timbers.

This example illustrates the great danger always present in attempting to alter, clean or repair machinery in motion.

PLANS APPROVED BY BUREAU OF INSPECTION FOR WEEK ENDING FEBRUARY 12, 1916.

FIRE ESCAPES.

Town.	Building.	Architect or Contractor.	Owner.
Sunbury,	Apartments,	National Fdy & Supply Co.,	S. Lee Wood.
Hollidaysburg,	School,	Lancaster Mach. and Struc. Works.	

THEATRES.

Braddock,	Colonial,		John Sarver.
Erie,	M. P. T.,	Shutts & Morrison,	

SUMMARY.

Fire escapes,	2
Theatres,	2
Total,	4

PLANS APPROVED WEEK ENDING FEBRUARY 19, 1916.

FIRE ESCAPES.

Town.	Building.	Architect or Contractor.	Owner.
Sayre,		Letts & Austin,	Simon Glaser.
Shamokin,	Factory,	Geo. W. Anne & Son,	Shamokin Lumber Mfg. Co.
Harrisburg,	Apartments,	Potts Mfg. Co.,	Wm. E. Jones, Agt.
Bethel Station,	School,	P. Rieseck,	Bethel Twp. School Board.
Mine Three,	School,	P. Rieseck,	Bethel Twp. School Board.
Millvale,	Office,	P. Rieseck,	C. W. Dankmeyer,
Braddock,	Factory,	P. Rieseck,	Thos. W. Nugent.
Kane,	Hotel,	Erie City Fence & Iron Co.,	St. Elmo Hotel.
Gastonville,	School,	P. Rieseck,	Union Twp. School Board.
Blakely Borough,	School,	Scranton Iron & Steel Co.,	School Board.
Carnegie,	Lodge hall,	P. Rieseck,	Knights of Malta.

FACTORY.

Ardmore,	Body shop,	Stearns & Castor,	Autocar Co.

LODGING HOUSE.

Reading,	Apts and store,	H. G. Mohn,	Walter Mast.

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SUMMARY.

Fire escapes,	11
Factories,	1
Lodging houses,	1
Total,	13

PLANS APPROVED WEEK ENDING FEBRUARY 26, 1916.

FIRE ESCAPES.

Town.	Building.	Architect or Contractor.	Owner.
Osceola,	Hotel,	Osborn Machine Co.,	Martin Dugan.
Norristown,	School,	Metz Struc. Steel Co.,	Norristown School Board.
Easton,	Apartments,	C. D. Trumbauer,	Louis Sulkin.
Lancaster,	Hall,	Geo. W. Anne & Son,	Order of Moose.
York,	Factory,	Geo. W. Anne & Son,	Walton Cigar Co.
Annville,	School,	Smith Fence & Iron Co.,	Lebanon Valley College.
Sunbury,	Hotel,	Geo. W. Anne & Son,	Central Hotel.
Kulpmont,	Apartments,	Geo. W. Anne & Son,	Paul Azary.
Kulpmont,	Apartments,	Geo. W. Anne & Son,	M. Linowski.
Kulpmont,	Factory,	Geo. W. Anne & Son,	Hanlon Bros.
Shamokin,	Apartments,	Geo. W. Anne & Son,	Isaac Dluge.
Shamokin,	Factory,	Geo. W. Anne & Son,	Jiles Mfg. Co.
Indiana,	Bank,	P. Rieseck,	Deposit Bank.
Easton,	Apartments,	Brownsworth & Co.,	S. J. Hochman.
Sunbury,	Hotel,	Potts Mfg. Co.,	Dr. Myer Walter.
Harrisburg,	Warehouse,		Capital City Junk Co.
Johnstown,	Office,		Citizens Light, Heat & Power Co.
Irwin,	Office,	R. C. Hollister,	Bell Telephone Co.

THEATRE.

Tidioute,	M. P. T.,		F. Z. Jones.

APARTMENT HOUSE.

Reading,	Apts. and store,	H. G. Mohn,	Samuel M. Baer.

SUMMARY.

Fire escapes,	13
Theatres,	1
Apartments,	1
Total,	20

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PLANS APPROVED WEEK ENDING MARCH 4, 1916.

FIRE ESCAPES.

Town.	Building.	Architect or Contractor.	Owner.
Allentown,		McDermott Engineering Co.,	Jos. A. Urus Prong.
Carnegie,	School,	Taylor & Dean,	
Johnstown,	Dept. store,	Geo. J. Griffith Iron Works,	Schwartz Bros.
Coraopolis,		Taylor & Dean,	John McMichaels.
Harrisburg,	Printery,	Potts Mfg. Co.,	Hbg. Burial Case Co
Braddock,		Taylor & Dean,	L. F. Holtzman.
Wilkinsburg,		Geo. J. Griffith Iron Works.	John Stenger.
Old Forge,	Tenement,	Scranton Iron & Steel Co.,	Mrs. Esther Brown.
Altoona,		Geo. J. Griffith Iron Works,	W. B. Simpson.
Portage,	Mill building,	Fred. A. Phelps,	Ernest & Herman Levy.

THEATRES.

Connellsville,	M. P. T.,	South Penna. Engineering Co.	P. L. Mikalarias.
Connellsville,	M. P. T.,	Henry W. Altman,	Wagner & Wishart.

HOTELS AND APARTMENTS.

Eddystone,	Hotel,	Henon & Boyle,	Hotel Remington.

FACTORIES.

S. Bethlehem,	Pattern shop,	Westinghouse, Church, Kerr & Co.	Bethlehem Fdy. & Mach Co.
Spring City,	Underwear mill,	N. Poley,	New Century Knitting Co.
Lancaster,	Printery,	John H. Wickersham,	Lancaster Examiner Bldg.

BAKERIES.

Philadelphia,	Bakery, store and dwelling.	Durham Bros.,	Schlosberg & Cohen.

SCHOOLS.

East Stroudsburg,	Assembly room,	N. J. School & Church Fur. Co.	E. Stroudsburg School Board.

SUMMARY.

Fire escapes,	10
Theatres,	2
Hotels, etc.,	1
Factories,	3
Schools,	1
Bakeries,	1
Total,	18

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PLANS APPROVED WEEK ENDING MARCH 11, 1916.

FIRE ESCAPES.

Town.	Building.	Architect or Contractor.	Owner.
Braddock,	Hotel,	Star Ornamental I. & W. Works.	L. Walter.
Johnstown,	Office building,	Cambria Steel Co.,	Cambria Steel Co.
Shenandoah,	Hotel,	Wm. F. Remppis Co.,	Mr. Schmidt.
New Brighton,	Club building,	Ellwood City Iron & Wire Works.	A. Hanauer.
Charleroi,	Office building,	Ellwood City Iron & Wire Works.	Charleroi Savings & Trust Co.

THEATRES.

Pittston,	M. P. T.,	Percival J. Morris,	James Corcoran.
Union City,	M. P. T.,	Chapman & Graham,	G. J. Carlson.
Allentown,	M. P. T.,	Chas. W. Grossart,	Geo. Stuber.

FACTORY.

Chester,	Printery,	C. F. Baker,	John Spencer.

SUMMARY.

Fire escapes,	5
Theatres,	3
Factories,	1
Total,	9

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INDUSTRIAL BOARD RULES ON "REST DAYS" FOR WOMEN EMPLOYED IN HOTELS AND INSTITUTIONS.

FURTHER RULES ON EXPLOSIVES AND BOILERS.

The Industrial Board of the Department of Labor and Industry recently adopted rulings upon the question of the sub-division of the working day, for women employes in hotels and institutions. This subject has been under investigation for nearly a year. An investigation of one-fourth of the Philadelphia hotels and institutions was made by special investigators and inspectors of the Department of Labor and Industry with the co-operation of the Consumers' League. In addition to the investigation in the Philadelphia hotels, investigations were conducted in Pittsburgh, Erie, Warren, Oil City, Cambridge Springs and Sharon. For the last three months, ending March 1, experimental work was carried on in Philadelphia, Pittsburgh, Erie and Sharon. In the hotels and institutions of these cities the various recommendations of the Committee of the Board were carried out. The investigation was conducted under the direction of a committee of the Industrial Board, including Mrs. Samuel Semple and Otto T. Mallery, of Philadelphia.

After hearing the report of the sub-committee the Board adopted the recommendations submitted, which are as follows:

1. Short term summer hotels are permitted to sub-divide the day of rest, giving two half days in each calendar week.

2. Hotels and institutions employing not more than ten women are permitted to treat the rest day in any of the following ways: Give 24 hours consecutive rest, beginning at any hour of the day, to continue until a corresponding hour the following day; give one complete day of 24 hours in each calendar week; give complete day off on Sunday one week, and complete day off on week day, the next week (variation under plan of day in each calendar week;) give alternate Sundays off, with one-half week day each week, totalling two full days in each fortnight; where it works no injuries to employe, give two half holidays per week, defining half day as five hours of consecutive service.

3. Hotels and institutions employing more than ten women are permitted to operate as follows:

Give one complete day of rest in each calendar week; give 24 hours consecutive rest, beginning at any hour of the day, to continue until a corresponding hour the following day. (This involves recognition

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of the fact that much of such labor is three period work and not easily divided by any formal definition of what constitutes a half day's service.)

4. Posting of definite schedule in all cases is required, showing time for individual, and (in larger hotels and institutions) for the particular position.

Rulings Supplement Laws.

The Woman's Law adopted in 1913 and amended in 1915 provides that women may work not more than ten hours a day, 54 hours a week, or six days in any one week. The amendment of 1915 granted the Industrial Board the power to sub-divide the day of rest into two periods if it was considered advisable to do so. The amendment was passed at the last session of the Legislature at the instance of the managers of hotels and institutions who thought that the sub-division of the day of rest would facilitate their observance of the law. The request for a sub-division of the day of rest in the larger hotels was disallowed because where efficient management was found to exist the law was found to be workable and therefore modification is not necessary.

Two of the reasons advanced by the hotels requesting the sub-division of the day of rest was that in giving a whole day of rest, extra expense was involved and that there was inconvenience to the guests as well as difficulty in securing employes. It was found that in the larger and better managed hotels and institutions these facts did not apply.

In the larger institutions receiving State aid an additional reason for disallowing their request was the feeling of the Industrial Board that State institutions should lead in observing State laws and that such institutions, being supported by the State for the welfare of its wards, should lead in considering the welfare of all connected with such establishments. Along the same lines, in larger institutions supported by private beneficence, the request for a sub-division of the day of rest was disallowed because such institutions are usually based on high ideals of religion and service and it was therefore felt they should especially set the example of continuing those ideals by their co-operation.

An additional reason for the disallowance was that such institutions, being entrusted with funds for beneficient and religious work for the public should so operate those funds as to benefit all connected with their operation, and because of the high idealism in the founding of such institutions they should be the foremost in establishing ideal labor relations.

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The flexibility allowed in the larger hotels and institutions was because one day in each calendar week has been found helpful in adjusting the problem of the weekly rest day in at least one other business employing large numbers of women. The Board also recognized the fact that the three period divisions of much of hotel service is a step in advance in the handling of this matter, and helps to eliminate the difficulty of defining a "half day's service."

In handing down its decision the Industrial Board made the following statement:

"The Board does not hesitate to disallow petition in this case because the inquiry has revealed the fact that the Inspection Bureau of the Department has already been exceedingly generous to employers in those cases in the manner computing the time of service of those employed. Much of the work in question in both hotels and institutions comes under the head of three period work; and while it frequently begins as early as six or six-thirty A. M. and lasts (with interruptions) until eight P. M. the custom has been to compute as working time only the hours in actual active service. The Board considers that this is a concession of sufficient ground to cover any charge of injustice to the employers."

John Price Jackson, Commissioner of Labor and Industry, and Chairman of the Industrial Board, in commenting upon the ruling of that body, said that he felt all private employers of domestic help should follow the ruling set by the Board and see that their employes have at least one full day of rest each week, or, if that is not found feasible, that they allow two full half-days.

Amend Ruling on Explosives.

The Industrial Board has amplified the rule making it a misdemeanor for persons to carry matches into a powder mill by passing a further rule that it is a misdemeanor for matches to be carried into any plant where explosives are handled or stored. The rule is as follows:

Carrying of Matches Where Explosives Are Handled or Stored.

"No person where explosives are handled or stored shall have or carry upon his person matches, cigar lighters or contrivances or devices for lighting. Every mill shall be provided, at its entrance, with two (2) covered fire-proof receptacles, one (1) for matches and the other for lighted cigars, cigarettes or pipe contents. Each of such receptacles shall be plainly labeled to show the purpose for which it is provided. No person shall enter such mill without first depositing in the receptacle provided any and all such matter. Notice to the effect that the carrying of matches is prohibited shall be conspicuously posted."

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Boiler Code Effective After July 1, 1916.

In reply to various applications from boiler manufacturers as to boilers in stock and existing contracts the Industrial Board has ruled that the Boiler Code applies only to contracts placed for boilers on or after July 1, 1916.

The Board has adopted as a boiler code for Pennsylvania, the code recommended by the American Society of Mechanical Engineers.

This code will become effective in Pennsylvania except in cities already having boiler codes.

A Division of Boiler Inspection has been organized in the Inspection Bureau of this Department, for the purpose of administering this code. It is the intention that every inspector authorized to inspect boilers in the State of Pennsylvania, shall pass an examination based on this code, and shall have a certificate of approval issued to him, based on such examination, before July 1, 1916.

The Division of Boiler Inspection will be prepared to give these examinations to all inspectors, in the offices of the Department in Harrisburg, on the following dates:

May 1st to 6th inclusive.

May 10th-17th-24th and 31st.

This notification is given inspectors that they may arrange to take this examination and be properly qualified to inspect boilers now in operation or hereafter to be operated in Pennsylvania. No charge will be made for these examinations, nor for the issuing of the certificates.

INDUSTRIAL BOARD CONSIDERING REVISION OF EXISTING SAFETY STANDARDS AND FORMULATION OF ADDITIONAL STANDARDS.

The Industrial Board has revised the Safety Standards for Bakeshops. Public hearings on the contemplated revisions have been held, The Board is also formulating additional safety standards applicable to the steel and textile industries.

Bakeshops.

Revision of the Bakeshop Standards, formulated in December, 1914. has become necessary from conditions which have been reported by the Inspection force. It is always difficult to foresee and predicate

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rules and regulations for the guarding of any industry without practical experience, and from time to time it will be necessary to make amendments to prevent any hardships or to cover omissions.

The changes made in this revision are mainly in defining more clearly the meaning of terms used, so that no one will err in interpretation.

The large hotels and apartment houses, owing to modern conditions, must necessarily conduct their bakeshops and other working conditions underground.

These bakeshops are perfectly constructed, lighted by electricity, lined with encaustic tile and ventilated by force draught taken from the roof. Under the standards now in force they come under the Cellar Bakeshop classification and new ones are prohibited after February 15, 1915. Two new classes are created:

Class A. Cellar Bakeshops.
Class B. Basement Bakeshops.

Class A. Cellar Bakeshops.

> "A shop at least nine feet high, floored underneath, lined with tile or concrete, or other sanitary equivalent; when electricity is the only artificial light used, ventilated by an approved system introducing clean air and removing impure air so that the contents of the room are completely changed every ten minutes. The intake of clean air being located at least ten feet above the ground; when the windows are screened in an approved manner to exclude dust and which conform in all respects with the Safety Standards."

Class B. Basement Bakeshops.

> "A shop at least nine feet high, floored underneath and lined with tile or concrete, or their sanitary equivalent; where electricity is the only artificial light used; where the natural ventilation is reinforced by an approved ventilating system or by approved power driven fans; where the windows are screened to exclude dust and which conforms in all other respects with these Safety Standards."

After January 1, 1917, all Cellar and Basement Bakeshops shall be illuminated wholly by electricity or by some illuminant which does not consume oxygen and shall be ventilated by an approved system which introduces clean air and removes impure air by approved ventilating fans.

After January 1, 1920, all cellar and basement bakeshops not conforming to Class A shall be discontinued.

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Bakeshops are so essential to the necessities of modern life that it is necessary to create conditions surrounding their products not only for cleanliness, but also—which is just as important—the health and comfort of the employe.

Rule Affecting Employment Bureau.

The following rule was adopted by the Board:

"That no money or valuable consideration whatsoever shall be accepted or demanded by the Employment Agent until after the applicant has first been referred to a bona fide position; that then, if through no fault of the applicant, he fails to obtain employment from the firm or employer referred to, the fee, transportation or other expense shall be refunded to applicant on demand; that in case of differences with reference to the rate of fees or other matter, the agent or prospective employee shall present the case to the Suitable representative of the Bureau of Employment."

Committee on Approvals.

This committee was organized February 8th. Its membership consists of: James C. Cronin, R. M. Pennock, J. S. Spicer, L. R. Palmer, O. E. Thomson, Dr. F. D. Patterson, J. H. Walker, Wm. Lauder, Secretary.

The following rule was adopted:

"That in all applications for the approval of the Industrial Board, said application shall be accompanied by the article itself or a practical working model for which said application for approval is made. In all cases where the said article has been approved by the Underwriters' Laboratories, the copy of such approval shall accompany said application.

BUREAU OF EMPLOYMENT RAPIDLY EXPANDING TO MEET THE NEEDS OF EMPLOYERS AND WORKERS.

Employers and workers, in daily increasing numbers, are eagerly soliciting the services of the Bureau of Employment of the Department of Labor and Industry, The Bureau's capacities for service are expanding daily to meet the increasing demands.

In addition to the Employment Bureau offices operating at Harrisburg, Philadelphia and Johnstown, a fourth office was opened in

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the Hartje Building, Pittsburgh, March 1. An office has also been opened in Altoona, in the Mateer Building, where unemployed persons may file their applications for work and these applications will be forwarded to the central offices or clearing house of the Bureau at Harrisburg. Every worker, filing such application, will be notified if it is possible to find him employment. The office opened at Pittsburgh is under the supervision of Samuel H. Thompson, Superintendent. The Pittsburgh Sun published the following article March 1, discussing the opening of the Pittsburgh office:

Under the supervision of Director Jacob Lightner of the Bureau of Employment of the State Department of Labor and Industry, the Pittsburgh employment and intelligence office, the third to be established by the Commonwealth, was formally opened at 9 o'clock this morning. Before noon more than 150 applicants has appeared at the office, on the eighth floor of the Hartje Building. The success of the activity, which was authorized by the Legislature in 1915, is indicated by the fact that eight industrial plants in the Pittsburgh district are already in touch with the Bureau, with assurances they have places for 1,500 persons.

The vacancies, according to Samuel H. Thompson, who will have charge of the local office, and who has been organizing his force for the last month, range from common labor to clerical work. Next to the common labor, the greatest demand seems to be for mechanics, including machinists and machine tool operators, carpenters, salespeople and inspectors. There is also much demand for female domestic service, but 90 per cent. of the applications filed today were those of grown men. The ages of the applicants ranged from 19 to 60. A number had been placed in positions before noon.

Success Predicted.

"We have every reason to believe that the Pittsburgh office will be a big success, said Director Lightner today. "This office is central to one of the greatest manufacturing sections of the world with a growing demand of every form of diversified labor, skilled and common. We believe that the new activity will be of great service to employer as well as to the man or woman seeking work."

"My impression was that it would take us weeks to get the people interested and to show them we could really do things," said Superintendent Thompson, "and I was therefore astonished with the rush which came this morning. A large number of those who appeared had, of course, filed mail applications in advance. This demonstrates they

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are in real earnest about wanting a job. The good faith of a number of them was further attested by notice from a number who had applied February 23 and 24.

Not to Harass Agencies.

"It will be our intention to keep in touch with all applicants before and after we get work for them. We have arranged a return postcard system by which we will be informed that they have been placed. Just here I would like to say it will not be our purpose to harass the legitimate private agency, but if an agency takes any money from man, woman or child, they must get the person a job or refund the deposit. We have a corps of inspectors and investigators and will spare no pains to run down any illegal agency."

The present force occupies rooms on the same floor with the workmen's compensation offices. It comprises in addition to the superintendent: W. J. Wilson, investigator; Z. Barach, interpreter; Miss Mary M. Graham and Edna H. Stewart, clerks, All service is without charge to the applicant or the employer. One of the restrictions is that no employes will be furnished to plants during the presence of labor troubles or strikes.

The Pittsburgh office will keep in touch with the offices in Harrisburg and Philadelphia and will co-operate with them in placing applicants. Although the new activities have been operating but a few months in Harrisburg more than 1,000 persons have been placed in employment and many offending agencies punished.

The Altoona Mirror of Thursday, March 9, published the following article regarding the opening of the office in Altoona:

Jacob Lightner, Director of the Employment Bureau under the State Department of Labor and Industry, arrived in Altoona this morning to open an agency, the fifth in the State, in the Mateer building. The work of the bureau in this city will be taken care of by the office force of Jacob Snyder, referee for the Sixth Pennsylvania Compensation District.

The employment bureaus, such as the one just opened here, are already serving both the employer and employe seeking labor in an efficient manner since the bill was passed June 4, 1915. The purpose of the agencies in various parts of the commonwealth is to assist in the equalization of labor, to supply the demands of those needing workers and to find positions for those looking for work.

The work of the Bureau is carried on strictly free of charge both to employer and employe. The applications of both parties after

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being made out at the local office are forwarded to Harrisburg headquarters where officials of the Bureau conduct business on the clearing house method supplying the demands for labor in any part of the State where it is needed. The Department at Harrisburg receives weekly reports from its agencies and it is continually kept in touch on the labor situation throughout the State.

After the Bureau headquarters were established in Harrisburg the first outside agency established was placed at Johnstown, Nov. 8, 1915. The Philadelphia office was opened in November and the Pittsburgh agency the first of this month. With the mines and many other forms of industry in this section of the State it is believed that the agency here will be in a position to cope with the many demands efficiently and without the least delay.

When a man looking for work applies to the agency he is given a blank form to fill out. On this he writes his name, position he desires, if any in particular, his experience, where he wishes employment and many other points of information. This blank is then forwarded to the Harrisburg office where the right man is given an opportunity to fill the right position.

Blanks are also furnished for the employer who gives the name of his firm, kind of worker he needs, number, etc., and information which will enable the Department to secure immediately from the lists on hand the employes which the concern wants.

The agencies are proving a wonderful help in distributing labor throughout the State where it is needed and securing employment for hundreds who are out of work and want to earn a livelihood. The only instance in which the employment agencies cannot be of service to both employer and employee is during labor troubles such as strikes, etc.

The work of the three offices of the Employment Bureau in operation February is summarized as follows:

Total number of placements for the month of February was: Harrisburg office, 228; Philadelphia office, 311; Johnstown office, 31. The total number of positions filled by the three offices was 570. The number of juveniles placed by the school authorities throughout the State, of which reports have been received in February, is 235.

Reports received weekly from the private employment agents, doing business for profit, for the month of February show the following number of placements: Philadelphia, 4,764; Pittsburgh, 1,778; other places, 193.

The total number of placements by private employment agents, for the month of February was 6,735.

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BUREAU OF STATISTICS PRESENTS FIGURES SHOWING ALMOST $2,000,000 LOST IN WAGES BY INDUSTRIAL ACCIDENTS IN 1915.

The economic waste in lost wages due to industrial accidents in Pennsylvania during 1915 was $1,997,025. Workers injured in 20,571 plants lost 820,743 working days as a result of their injuries. That statement is based on data compiled by the Bureau of Statistics and Information of the Department of Labor and Industry, which received reports during the year indicating that 61,540 workers had been injured, including 1,204 fatalities.

More workers were injured in Pennsylvania industries during January and February of this year than the total number of soldiers of both armies wounded in the battle of Gettysburg. Reports received by the Bureau of Statistics and Information indicate 37,940 workers injured during the first two months of this year including 351 fatalities. Reports of injuries to workers are daily increasing in numbers and aggregated approximately 1,000 a day during the latter part of February.

The first two months of this year a general average of 759 employes were injured on every working day and seven workers killed. There were 24,475 reports of injuries and 222 fatalities received at the Bureau during February and 13,465 injuries and 129 fatalities during January. These accidents, if continued, will result in the wounding of 300,000 workers in Pennsylvania's industrial army in 1916.

The new Workmen's Compensation Act has been, in a large measure, responsible for the reporting of all accidents to the Labor Department, but even with the tremendous number of reports now being received there is evidence in the Department that all accidents are not being reported, A number of agreements for Workmen's Compensation payments have come to the Compensation Bureau although no reports of the accidents had previously been filed.

Compilation of industrial accidents during 1915, has been completed by the Bureau of Statistics. Metal plants, mines and public service work exacted the highest toll of life and health of the 18 sub-divisions of industry included in the 1915 classfication. The results are, metal plants, 25,094 injured, including 212 killed; mines and quarries, 13,955 injured including 749 killed; public service, 16,919 injured, including 51 killed.

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The records show that 37,442 of the industrial accident victims were married and had 75,444 dependents. Unmarried victims of accidents numbered 22,813. There were 181 boys and 21 girls under sixteen injured.

Lack of safeguards was responsible for 1,023 of the injuries to workers. Causes of the total number of injuries are classified as follows: Burns and scalds, 4,502; crushes and bruises, 23,007; cuts and lacerations, 17,856; fractures, sprains and dislocations, 10,973; hernia, 105; blood poison, 263; punctures, 666; unclassified, 4,168.

Classification of injuries to women show that 16 were fatal, 59 serious and 280 considered as minor, or, not resulting in disability for a period longer than 30 days. Twelve women were killed during the year while working in plants producing paper and paper products. One woman was killed in each of the following employments: Laboratory service; clay, glass and stone products; clothing manufacture and miscellaneous products.

Although textile work caused 77 minor injuries to women and 14 serious injuries, none of these injuries caused death.

Accidents to male employes resulted in 1,188 fatalities, 7,215 serious injuries and 52,782 minor injuries which did not result in disability for a period longer than 30 days.

The complete record of 1915 accident results is appended.

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TABLE 1—SUMMARY OF ACCIDENTS FOR 1915.

Industries.	Burns and scalds.	Crushes and bruises.	Cuts and lacerations.	Fractures, sprains and dislocations.	Hernia.	Blood poisoning.	Punctures.	Unclassified.	Degree and Sex. Males. Fatal.	Serious.	Minor.
Total for 1915,	**4,502**	**28,007**	**17,856**	**10,973**	**105**	**263**	**666**	**4,168**	**1,188**	**7,215**	**52,782**
Horticultural and floricultural,	0	1	2	1	0	0	0	0	0	1	3
Engineering and laboratory service,	1	3	0	2	0	0	0	1	0	1	5
Building trades,	20	190	131	140	3	5	15	39	32	92	419
Chemicals and allied products,	202	329	200	224	4	10	7	92	38	118	904
Clay, glass and stone products,	59	313	427	158	1	1	3	56	34	119	353
Clothing manufacture,	5	23	42	21	0	1	0	10	1	13	55
Food and kindred products,	24	91	120	66	3	2	1	35	11	50	255
Leather and rubber goods,	21	86	92	42	1	1	2	16	3	33	219
Liquors and beverages,	4	21	19	11	0	1	1	9	4	14	43
Lumber and its re-manufacture,	7	95	181	73	0	1	1	27	13	79	290
Paper and paper products,	44	125	111	75	0	2	4	23	7	37	287
Printing trades,	1	20	24	12	0	0	1	3	2	8	43
Textiles,	33	147	154	86	1	6	5	32	5	47	321
Miscellaneous products,	76	334	195	183	2	5	9	58	26	119	691
Metal and metal products,	2,552	8,234	7,954	3,940	50	153	298	1,902	212	2,473	22,353
Mines and quarries,	643	5,543	4,687	2,621	16	46	200	799	749	2,338	10,366
Public service,	810	7,449	4,110	3,311	24	29	118	1,068	51	1,667	15,148
Tobacco and its products,	0	3	7	7	0	0	1	0	0	6	9

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TABLE 2—SUMMARY OF ACCIDENTS FOR 1915.

Industries.	Degree and Sex.			Total number of accidents.	Time and Wage Loss.		Number of dependents.	Accidents due to lack of safeguards.	Social Condition.		Minors Under 16 Years.	
	Females.											
	Fatal.	Serious.	Minor.		Days.	Wages.			Married.	Single.	Males.	Females.
Total for 1915,	16	59	280	61,540	820,743	$1,997,024 73	75,444	1,023	37,442	22,813	181	21
Horticultural and floracultural,	0	0	0	4	58	84 00	10	0	2	2	0	0
Engineering and laboratory service,	1	0	0	7	47	95 30	13	0	6	1	0	0
Building trades,	0	0	0	543	7,435	19,583 00	398	4	287	214	0	0
Chemicals and allied products,	0	2	6	1,068	12,505	26,885 87	1,282	11	628	406	2	0
Clay, glass and stone products,	1	0	6	1,018	13,820	27,022 60	1,271	14	632	355	7	1
Clothing manufacture,	1	4	18	92	1,014	1,820 15	51	6	34	54	4	3
Food and kindred products,	0	2	22	340	4,713	9,782 41	281	8	176	149	6	0
Leather and rubber goods,	0	1	4	260	4,199	8,247 85	246	9	145	107	3	1
Liquors and beverages,	0	0	0	66	1,212	3,316 00	97	1	41	23	0	0
Lumber and its re-manufacture,	0	1	2	385	6,366	13,326 52	403	10	246	120	3	1
Paper and paper products,	12	10	31	384	4,753	8,421 85	233	10	174	192	3	5
Printing trades,	0	0	10	61	1,008	2,009 95	29	4	22	36	2	0
Textiles,	0	14	77	464	5,748	10,552 40	301	24	203	226	25	9
Miscellaneous products,	1	6	19	862	10,995	21,473 65	953	19	503	329	6	0
Metal and metal products,	0	5	41	25,094	315,954	764,166 90	28,870	253	14,936	9,653	51	1
Mines and quarries,	0	0	2	13,955	225,642	548,048 55	21,035	57	8,365	5,337	61	0
Public service,	0	3	40	16,919	204,925	531,493 88	19,959	592	11,036	5,597	7	0
Tobacco and its products,	0	1	2	18	349	693 85	12	1	6	10	1	0

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DIVISION OF MUNICIPAL STATISTICS COMPILES STREET PAVING DATA FROM PENNSYLVANIA'S THIRD CLASS CITIES.

The Division of Municipal Statistics and Information of the Bureau of Statistics and Information recently compiled a tabulation from twenty-eight of the thirty-one third class cities of the Commonwealth, showing the number of miles of paved streets in these cities, the principal kind of paving in use, the average price paid, whether or not the entire cost of paving is assessed against the abutting property and, if not, the proportion paid by the city; the method of making a reduction on corner or irregular shaped lots, as required by the Clark Act, the kind of curbing in use, the price of it and the manner of payment.

Four of these cities, Allentown, Harrisburg, Williamsport and York, pay the cost of paving the street intersections and in front of non-assessable property.

Bradford, Carbondale, Easton, Erie, Lebanon, Oil City, Wilkes-Barre and Franklin pay for the street intersections.

In Corry, DuBois, Hazleton, Monongahela City, Pittston and Titusville thirty-three and one-third per cent. of the total cost is paid by the city.

In Johnstown thirty-three and one-third per cent. of the cost and the intersections is assumed by the city.

In New Castle twenty per cent. of the total and the cost of intersections is paid by the city.

In Altoona and McConnellsville the entire cost, including intersections, is paid by the city.

The assessments in most every instance are levied by the foot front rule, there being but two cities, McKeesport and Franklin, where the cost is assessed according to benefits exclusively. A reference to the table will show the manner in which reductions are allowed on corner lots or lots of irregular shape.

In Lancaster and Reading the entire cost of paving is assumed by the city.

It would seem that under this rule these municipalities, according to population, have been able to do less street paving than where a goodly proportion of the cost is assessed against the abutting property, Lancaster having but seven miles and Reading twenty-five miles of paved streets.

In ten of the cities sheet asphalt is the principal kind of pavement in use, the remaining cities using largely brick on a concrete base.

Eight municipalities have some wooden block pavement in use, Lebanon having the largest amount 2.2 miles.

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The average cost of sheet asphalt runs from $1.70 to $2.96 per square yard. Brick paving costs from 1.60 to $2.50 per square yard on concrete base and as low as $1.25 on gravel base. The most recent cost of wooden block is $2.72 per square yard on concrete base. Bluestone curbing runs from fifty-five cents to eighty-five cents per linear foot.

This Division is now engaged in making a similar tabulation of all boroughs of the State having a population of eight thousand and upward. It is the purpose to make these tabulations annually and in this way it will be able to show the prevailing cost of paving during the preceding year.

PENNSYLVANIA DEPARTMENT OF LABOR AND INDUSTRY
DIVISION OF MUNICIPAL STATISTICS.

Paving Statistics, Cities of the Third Class.

	Miles of paved street.	Principal kind of pavement.	Is the entire cost of paving assessed against the abutting property.	What proportion is paid by the city?	What provision is made as required by the Clark Act for the reduction on corner lots, or lots of irregular shape.
Allentown,	30	Sheet,	No,	Inters. exempt,	
Altoona,	44.5	Brick,	Yes,		7/12
Beaver Falls,	10.5	Brick,	No,	20%,	
Bradford,	14.5	Brick,	No,	Inters.,	
Carbondale,	4.5	Brick,	No,	Inters.,	50 ft.
Chester,	30	Plastic,	No,		
Easton,	8.3	Brick,	No,	Inters.,	
Franklin,	9.4	Brick,	No,	Inters.,	
Connellsville,	11.7	Brick,	Yes,		
Corry,	4.9	Brick,	No,	33⅓%,	Reduced.
DuBois,	7	Brick,	No,	33⅓%,	
Erie,	68	Sheet,	No,	Inters.,	Reduced.
Harrisburg,	74.8	Sheet,	No,	Inters. exempt,	25%
Hazleton,	5	Brick,	No,	33⅓%,	
Johnstown,	42.5	Brick,	No,	33⅓%, inters.,	Reduced.
Lancaster,	7	Brick,	No,	All,	
Lebanon,	2.2	Wood B.,	No,	Inters.,	
McKeesport,	35.2	Brick,	No,	Benefits,	60%
Meadville,	9.4	Brick,	No,	Inters.,	Reduced.
Monongahela City,	6.9	Brick,	No,	33⅓%,	Reduced.
New Castle,	30	Brick,	No,	20% inters.,	Reduced.
Oil City,	23	Brick,	No,	Inters.,	Reduced.
Pittston,	7	Brick,	No,	33⅓%,	Reduced.
Reading,	25	Brick, sheet,	No,	All,	
Titusville,	10.1	Brick, sheet,	No,	33⅓%,	
Wilkes-Barre,	40	Brick, sheet,	No,	Inters.,	50 ft.
Williamsport,	15	Brick,	No,	Inters. exempt,	25% to 33⅓%
York,	15.6	Sheet,	No,	Inters. exempt,	25%

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BUREAU OF WORKMEN'S COMPENSATION.

Workmen's Compensation Board Adopts Rules for Ascertaining Weekly Wages as Basis for Computing Compensation.

The Workmen's Compensation Board has adopted the following rules for ascertaining weekly wages as a basis for computing compensation, under the Workmen's Compensation Act of 1915:

Wages is the the amount in money value agreed upon in the contract of employment, written or oral, in force at the time of the accident, to be paid to the employee for his services.

In determining the money value of wages,

1. Do not add to the amount agreed upon in the contract—

   (a) Gratuities to the employe, such as tips or presents.

   (b) Wages paid for overtime, except in seasonal employments, or employments dependent on the weather.

   (c) Board, lodging, rent, fuel or similar advantages from the employer, unless the money value of such advantages shall have been fixed as part of the wages by the parties at the time of the hiring.

2. Do not deduct from the amount agreed upon in the contract—

   (a) The value of material, supplies, tools and other things necessary for the performance of the employee's contract with his employer, furnished or paid for by the employer, unless the contract shall specifically provide that the employer shall furnish them and that the employe must procure them from the employer and from no one else, and that the employer shall deduct the value thereof from the employe's gross earnings.

   If the contract of employment be in writing, such provision must be specifically included therein. If the contract is oral the burden is upon the employer to show that the employe received express notice that the contract contained this provision.

   Unless the value of materials, etc., is fixed in the contract of employment, the amount to be deducted under a contract providing for such deduction shall be the fair market value of such materials, etc.

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(b) Sums due the employer for rent or supplies other than those necessary for the employe's use in the performance of his labor, even though supplied by the employer under a contract which gives him the right to deduct such sums from the wages from time to time due the employe.

When the wages are fixed at the time of the accident by the week, the weekly wage so fixed shall be the basis for computing compensation.

When the wages are fixed on a monthly basis, ascertain the weekly wages by multiplying the monthly salary or wages by 12 and dividing by 52.

When the wages are fixed by the year, divide the yearly wage by 52.

To find "Average Daily Wage" in continuous employment:

1. Take total earnings for six months preceding the accident, or so much thereof as employe has worked for the same employer.
2. Subtract from said "Total Earnings" all earnings for overtime, if any.
3. Divide remainder thus obtained by number of "Working Days."
4. For "Average Weekly Wage" multiply above result by five and one-half.

Note: "Working Days" shall be construed to mean total number of days in the period of employment covered, according to the calendar, less:

(a) Sundays.

(b) Legal Holidays.

(c) Half holiday for each week.

(d) Days employe was prevented from working through no fault of his own.

5. When the employment is continuous and substantially constant and regular, the employe's earnings for the last full week preceding the accident may be taken as the average weekly earnings.

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Period of Compensation Payments.

When compensation is paid semi-monthly, the compensation payments shall be ascertained by dividing the weekly compensation by seven and multiplying by the number of calendar days in the period.

When wages are customarily paid semi-monthly, compensation may be paid every two weeks.

Compensation for Fraction of a Week.

When at the termination of the disability compensation is payable for a fraction of a week, the employe shall receive for each day of such fraction of a week, including Sundays and holidays, one-sixth of his weekly compensation.

OPERATION OF THE WORKMEN'S COMPENSATION ACT.

The Workmen's Compensation Act, during the first few months of its operation, has demonstrated that it affords an almost instant financial relief to the industrial worker injured in the employment or to his dependents if he is killed.

When an employe is injured his employer makes a report to the Bureau of Statistics and Information of the Department of Labor and Industry. A report is also made to the insurance carrier. The medical expenses of the injured employe are paid during the first two weeks of his disability. After that time he receives the compensation as provided in the act.

When a fatal accident occurs, the employer must, within forty-eight hours, make a report to the Bureau of Statistics and Information of this Department. As soon as possible after the death of an employe, the employer is expected to enter into an article of agreement for compensation under the act for the widow and children and the agreement must be referred to the Compensation Board for approval or disapproval. After the provisions of the act are complied with, in an agreement, the Board approves the agreement, if it is properly drawn, and payments for compensation are paid to the dependents of the deceased.

In case the employer and dependents fail to enter into an agreement, a claim petition is filed by the dependents of the employe. This claim petition is referred to the referee in the district in which the interested parties reside. After due notice from the referee to both interested parties, a hearing is held and the referee decides

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whether compensation should be paid. In the event of either party being dissatisfied with the award of the referee they can take an appeal from the referee to the Compensation Board which will hear the case and may sustain the referee or may make a new award. In case the parties interested are not satisfied with the Board's decision they can then appeal the case to the County Courts.

The following cases illustrate the operation of the Workmen's Compensation Act.

DEATH COMPENSATION AGREEMENT

Between

Mary Ricofaske, widow of Chas. Ricofaske, deceased, of Plymouth, Luzerne Co.,

and

The Kingston Coal Company, of Luzerne County, Penna.

Average weekly earnings at time of death, ... $18 00
Weekly compensation for 300 weeks, ... 10 80
The following persons are dependents of deceased employe:

	Born.	Will Be 16:
Mary Ricofaske, widow,	Dec. 8, 1878,	.....
Francis Ricofaske, daughter,	Feb. 22, 1900,	Feb. 22, 1916.
Barnish Ricofaske, daughter,	Sept. 19, 1901,	Sept. 19, 1917.
Statia Ricofaske, daughter,	Jan. 30, 1904,	Jan. 30, 1920.
Leona Ricofaske, daughter,	Aug. 30, 1906,	Aug. 30, 1922.
Emma Ricofaske, daughter,	Nov. 23, 1909,	Nov. 23, 1925.
Edward Ricofaske, son,	June 11, 1912,	June 11, 1928.
Doro Ricofaske, daughter,	May 31, 1914,	May 31, 1930.
Irene Ricofaske, daughter,	May 31, 1914,	May 31, 1930.

The following amounts to be paid weekly to the dependents:
From Jan. 5, 1915, to Oct. 11, 1921, 300 weeks, 60% of wages ($18.00), $10.80, ... $3,240 00
From Oct. 11, 1921, to Aug. 30, 1922, 46 weeks, 50% of wages ($18.00), $9.00, ... 450 00
From Aug. 30, 1922, to Nov. 23, 1925, 168 weeks, 45% of wages ($18.00), $8.10, ... 360 00
From Nov. 23, 1925, to June 18, 1928, 133 weeks, 35% of wages ($18.00), $6.30, ... 837 90
From June 18, 1928, to May 31, 1930, 102 weeks, 25% of wages ($18.00), $4.50, ... 459 00
Total, ... $6,347 70

DEATH COMPENSATION AGREEMENT

Between

Mary Barosky, widow of Edward Barosky, deceased, of Jessup, Pa.,

and

Temple Coal Company, of Scranton, Pa.

Average weekly earnings at time of death, ... $13 88
Weekly compensation for 300 weeks, ... 8 33
The following persons are dependents of deceased employe:

	Born.	Will Be 16:
Mary Barosky, widow,	.....	.....
Mary Barosky, daughter,	June 9, 1907,	June 9, 1919.
Victoria Barosky, daughter,	Sept. 10, 1908,	Sept. 10, 1924.
Katie Barosky, daughter,	Jan. 4, 1911,	Jan. 4, 1927.
Nellie Barosky, daughter,	July 3, 1912,	July 3, 1928.
Frank Barosky, son,	Jan. 3, 1914,	Jan. 3, 1930.

The following amounts to be paid weekly to the dependents:
From Jan. 15, 1916, to Oct. 21, 1921, widow, 4 children, 300 weeks, 60% of wages, ($13.88), $8.33, ... $2,499 00

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From Oct. 21, 1921, to Sept. 10, 1924, 4 children, 150 weeks, 45% of wages ($13.88), $6.24,..	936 00
From Sept. 10, 1924, to Jan. 4, 1927, 3 children, 120 weeks, 35% of wages ($13.88), $4.86,....	583 20
From Jan. 4, 1927, to July 3, 1928, 2 children, 78 weeks, 25% of wages ($13.88), $3.47, ...	270 66
From July 3, 1928, to Jan. 3, 1930, 1 child, 78 weeks, 15% of wages ($13.88), $2.08, ...	162 24
Total, ...	$4,451 10

DEATH COMPENSATION AGREEMENT

Between

Aida Charlotte Olinger, Widow of Joseph Lee Olinger,

and

American Sheet and Tin Plate Company, Pittsburgh, Pa.

The following persons are dependents of deceased employe:

	Born.	Will Be 16:
Aida Charlotte Olinger, widow, ...	.....	.....
Joseph Andrew Olinger, son, ...	Oct. 16, 1909,	Oct. 16, 1925.

The following amounts to be paid weekly to the dependents:

From Jan. 31, 1916, to Nov. 7, 1921, 300 weeks, 45% of wages ($20.00), $9.00, ...	$2,700 00
From Nov. 7, 1921, to Oct. 16, 1925, 205 weeks, 15% of wages ($20.00), $3.00, ...	615 00
Total, ...	$3,315 00

DEATH COMPENSATION AGREEMENT

Between

Mike Michalcin, died Jan. 8th, 1916,

and

Pennsylvania Coal and Coke Corporation.

Average weekly earnings at time of death, ...	$11.97 6/10
Weekly compensation for 300 weeks, ...	7.19

The following persons are dependents of deceased employe:

	Born.	Will Be 16:
Maria C. Michalcin, widow, ...	April 13, 1880,	.....*...
Anna Michalcin, daughter, ...	Jan. 10, 1901,	Jan. 10, 1917.
Michael Michalcin, son, ...	April 29, 1902,	April 29, 1918.
John Michalcin, son, ...	Mar. 26, 1904,	Mar. 26, 1920.
Mary Michalcin, daughter, ...	May 6, 1906,	May 6, 1922.
Susan Michalcin, daughter, ...	July 19, 1908,	July 19, 1924.
Peter Michalcin, son, ...	June 28, 1910,	June 28, 1926.
Andrew Michalcin, son, ...	Dec. 9, 1912,	Dec. 9, 1929.
Helen Michalcin, daughter, ...	April 16, 1915,	April 16, 1931.

The following amounts to be paid weekly to the dependents:

From Jan. 8, 1916 to Oct. 15, 1921, 300 weeks, 60% of wages ($11.98), $7.19, ...	$2,157 00
From Oct. 15, 1921, to May 6, 1922, 29 weeks, 50% of wages ($11.98), $5.99, ...	173 71
From May 6, 1922, to July 19, 1924, 115 weeks, 45% of wages ($11.98), $5.39, ...	619 85
From July 19, 1914, to June 28, 1926, 101 weeks, 35% of wages ($11.98), $4.19, ...	423 19
From June 28, 1926, to Dec. 9, 1928, 127 weeks, 25% of wages ($11.98), $3.00, ...	351 00
From Dec. 9, 1928, to April 16, 1931, 123 weeks, 15% of wages ($11.98), $1.80, ...	219 60
Total, ...	$3,944 35

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DEATH COMPENSATION AGREEMENT

Between

Elizabeth Kelly, Widow of J. J. Kelly,

and

George B. Newton Coal Co., Philadelphia, Pa.

Average weekly earnings at time of death, ... $13.00

The following persons are dependents of deceased employe:

	Born.	Will Be 16:
Elizabeth Kelly, widow, ...	.....	.....
Elizabeth Kelly, daughter, ...	Sept. 2, 1901.	Sept. 2, 1917.
Mabel Kelly, daughter, ...	Jan. 11, 1905.	Jan. 11, 1921.
Arthur Kelly, son, ...	Aug. 6, 1908.	Aug. 6, 1924.

The following amounts to be paid weekly to the dependents:

From Jan. 12, 1916, to Sept. 2, 1917, 85 weeks, at 55% of wages ($13.00), $7.15, ...	$607 75
From Sept. 2, 1917, to Jan. 11, 1921, 175 weeks at 50% of wages ($13.00), $6.50, ...	1,137 50
From Jan. 11, 1921, to Oct. 18, 1921, 40 weeks at 45% of wages ($13.00), $5.85, ...	234 00
From Oct. 18, 1921, to Aug. 24, 1924, 148 weeks at 15% of wages ($13.00), $1.95, ...	288 60
Total, ...	$2,267 85

DEATH COMPENSATION AGREEMENT

Between

Helen Robusky or Hrobuchak, Widow of George Robusky or Hrobuchak,

and

Pennsylvania Coal Company, Dunmore, Pa.

The following persons are dependents of deceased employe:

	Born.	Will Be 16:
Helen Robusky or Hrobuchak, widow, ...	.....	.....
Anna Robusky or Hrobuchak, daughter, ...	June 14, 1904.	June 14, 1920.
Theresa Robusky or Hrobuchak, daughter, ...	July 15, 1905.	July 15, 1921.
Julianna Robusky or Hrobuchak, daughter, ...	Jan. 29, 1907.	Jan. 29, 1923.
George Robusky or Hrobuchak, son, ...	Sept. 2, 1910.	Sept. 2, 1926.
Barbara Robusky or Hrobuchak, daughter, ...	Oct. 13, 1912.	Oct. 13, 1928.
Margareth Robusky or Hrobuchak, daughter, ...	Dec. 18, 1914.	Dec. 18, 1930.

The following amounts to be paid weekly to the dependents:

From Jan. 22, 1916, to Oct. 29, 1921, 300 weeks, 60% of wages (12.10), $7.26, ...	$2,178 00
From Oct. 29, 1921, to Jan. 29, 1923, 65 weeks, 45% of wages, ($12.10), $5.45, ...	354 25
From Jan. 29, 1923, to Sept. 2, 1926, 187 weeks, 35% of wages ($12.10), $4.24, ...	792 88
From Sept. 2, 1926, to Oct. 13, 1928, 110 weeks, 25% of wages ($12.10), $3.03, ...	333 30
From Oct. 13, 1928, to Dec. 18, 1930, 113 weeks, 15% of wages ($12.10), $1.82, ...	205 66
Total, ...	$3,864 09

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DEATH COMPENSATION AGREEMENT

Between

Mary Elliott, Widow of Charles Elliott,

and

United Coal Company, Pittsburgh, Pa.

The following persons are dependents of deceased employe:

	Born.	Will Be 16:
Mary Elliott, widow,		
Howard R. Elliott, son,	May 3, 1902.	May 3, 1918.
Morris R. Elliott, son,	Oct. 1, 1906.	Oct. 1, 1922.
Mildred K. Elliott, daughter,	Mar. 29, 1911.	Mar. 29, 1927.

The following amounts to be paid weekly to the dependents:

From Jan. 19, 1916, to May 3, 1918, 119 weeks, 55% of wages ($20.00), $11.60,	$1,309 00
From May 3, 1918, to Oct. 25, 1921, 181 weeks, 50% of wages ($20.00), $10.00,	1,810 00
From Oct. 25, 1911, to Oct. 1, 1922, 48 weeks, 25% of wages ($20.00), $5.00,	240 00
From Oct. 1, 1922, to March 29, 1927, 234 weeks, 15% of wages ($20.00), $3.00,	702 00
Total,	$4,061 00

DEATH COMPENSATION AGREEMENT

Between

Annie Mehallick, widow of John Mehallick, deceased, of Hoisting Shaft, Pa.

and

The H. C. Frick Coke Co., of Scottdale, Pa.

Average weekly earnings at time of death, $15.68

The following persons are dependents of deceased employe:

	Born.	Will Be 16:
Annie Mehallick, widow,		
Mary Mehallick, daughter,	Aug. 10, 1901.	Aug. 10, 1917.
Elizabeth Mehallick, daughter,	July 22, 1903,	July 22, 1919.
John Mehallick, son,	Nov. 25, 1904,	Nov. 25, 1920.
Annie Mehallick, daughter,	Feb. 19, 1907,	Feb. 19, 1923.
Margaret Mehallick, daughter,	July 16, 1908,	July 16, 1924.
Sophia Mehallick, daughter,	Dec. 9, 1909,	Dec. 9, 1925.
Michael Mehallick, son,	March 4, 1911,	March 4, 1927.
George Mehallick, son,	April 19, 1913,	April 19, 1929.

The following amounts to be paid weekly to the dependents:

From Jan. 22, 1916, to Oct. 29, 1921, 300 weeks, 60% of wages ($15.68), $9.41,	$2,823 00
From Oct. 29, to Feb. 19, 1923, 68 weeks, 50% of wages ($15.68), $7.84,	533 12
From Feb. 19, 1923, to July 16, 1924, 73 weeks, 45% of wages ($15.68), $7.06,	515 38
From July 16, 1924, to Dec. 9, 1925, 73 weeks, 35% of wages ($15.68), $5.49,	400 77
From Dec. 9, 1925, to March 4, 1927, 64 weeks, 25% of wages ($15.68), $3.92,	250 88
From March 4, 1927, to April 19, 1929, 111 weeks, 15% of wages ($15.68), $2.35,	260 85
	$4,784 00
Funeral expenses,	90 00
Total,	$4,874 00

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DEATH COMPENSATION AGREEMENT

Between

Mrs. Minnie McQuait, widow of John McQuait, deceased, of Robertsdale, Huntingdon County, Pa.

and

The Rockhill Iron and Coal Co. of Robertsdale, Huntingdon County, Pa.

Average weekly earnings at time of death,	$11 60
Weekly compensation for 300 weeks,	4 64

The following persons are dependents of deceased employe:

Mrs. Minnie McQuait, Widow.

The following amounts to be paid weekly to the dependents:

From Jan. 29, 1916, to Nov. 5, 1921, 300 weeks, 40% of wages ($11.61), $4.64,	$1,392 00
Funeral expenses,	100 00
Total,	$1,492 00

DEATH COMPENSATION AGREEMENT

Between

Mary Harbargar Martin, widow of Samuel Martin, of Mt. Braddock, Pa.,

and

W. J. Rainey, of Uniontown, Pa.

Average weekly earnings at time of death, $10 01

The following persons are dependents of deceased employe:

	Born.	Will Be 16:
Mary Harbargar Martin, widow,		
Ethel May Martin, daughter,	April 25, 1902,	April 25, 1918.
Lenna Martin, daughter,	May 14, 1906,	May 14, 1922.
Andrew J. Martin, son,	Aug. 10, 1909,	Aug. 10, 1925.

The following amounts to be paid to the dependents:

From Feb. 22, 1916, to April 25, 1918, 113 weeks, 55% of wages ($10.01), $5.51,	$622 63
From April 25, 1918, to Nov. 28, 1921, 187 weeks, 50% of wages ($10.01), $5.01,	936 87
From Nov. 28, 1921, to May 14, 1922, 24 weeks, 25% of wages ($10.01), $2.50,	60 00
From May 14, 1922, to Aug. 10, 1925, 168 weeks, 15% of wages ($10.01), $1.50,	252 00
Total,	$1,871 50

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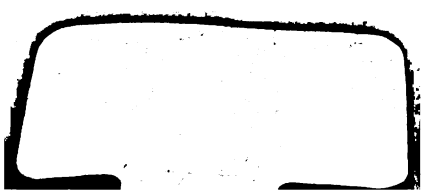

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...; FREE ON APPLICATION TO THE DEPARTMENT AT HARRISBURG.

Safety Standards of the Industrial Board:

Vol. 1, No. 1, Power Transmission,
Vol. 1, No. 2, Standard Railings,
Vol. 1, No. 3, Stationary Engines,
Vol. 1, No. 4, Machine Tools,
Vol. 1, No. 5, Forging and Stamping,
Vol. 1, No. 6, Polishing and Grinding,
Vol. 1, No. 7, Compressed Air,
Vol. 1, No. 8, Woodworking,
Vol. 1, No. 9, Bakeshops,
Vol. 1, No. 10, Fire Prevention,
Vol. 1, No. 11, Canneries,
Vol. 1, No. 12, Boilers.
Vol. 1, No. 13, Foundries,
Vol. 1, No. 14, Ladders.

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Timely Hints on Safety and Health for Workers in the Industries:

No. 1, For Employer and Employe,
No. 2, For Preventing Industrial Accidents and Disease,
No. 3, For Elevator Operators.
No. 4, For Steam Boiler Firemen and Attendants,
No. 5, For Employes in Mercantile Establishments,
No. 6, For Painters,
No. 7, For Printers,
No. 8, For Machinists,
No. 9, For Bakers,
No. 10, For Foundrymen,
No. 11, For Repairmen,
No. 12, For Woodworkers,
No. 13, For Safety from Fire to Owners or Managers of Institutions and Establishments,
No. 14, For Electricians,
No. 15, For Office Employes.

* * * *

Poster for Wash and Toilet Rooms.
Poster for Prevention of Lead Poisoning.
Poster for Fire Drill Organization.
Poster Abstract of Laws, Governing Employment of Women and Minors.
Time Cards for Posting Hours of Labor of Females and Minors.
Compilation of all the Labor Laws of Pennsylvania.

* * * *

Pamphlets on Workmen's Compensation:

No. 1, Information Regarding the Pennsylvania Workmen's Compensation Act.
No. 2, Rules and Rulings of the Compensation Board.

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The Department of Labor and Industry aims to be a Department of service to the people of Pennsylvania. Commissioner John Price Jackson is glad to receive, at any time, suggestions as to how this service can be extended.

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